First Ascent
Incorporating The Oakridge Centre

CASE STUDY

Active Kent & Medway

Team Development Workshop

Kent County Council

active Kent & Medway

First Ascent designed and delivered an effective one-day team development workshop, which incorporated the use of psychometric profiling to provide a deep understanding of team members' thinking and behavioural preferences. These insights helped to drive improvements in communication, collaboration and teamwork.

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Elements delivered

- Emergenetics Psychometric Profiling
- Team Development Workshop
- Access to alumni support

Results

- Increased awareness of self and others
- Improved communication and collaboration
- Increased proficiency in tailoring effective communications for stakeholders

"With the knowledge that the team has gained, we can adapt our communication and the way we do things to get better results. Working more collaboratively means we are better able to assess ourselves as a team and develop strategies for future development."

Louise Milne,
Active Partnership Manager,
Active Kent & Medway

Organisation Overview

Active Kent & Medway is the local active partnership for Kent and Medway, one of 43 Active Partnerships in England who work collaboratively with local partners to ensure the power of physical activity and sport can transform lives. Their vision is More People, More Active, More Often and their mission is to improve lives through sport and physical activity.

Context & Aims

The workshop's main goal was to bring together both existing and new team members, and to enhance their ability to work as a cohesive team. Having previously used the Emergenetics psychometric tool with positive results, Active Kent & Medway looked to First Ascent to deploy the tool within the workshop, with the aim of enhancing internal dynamics of the team, and to create the ability to self assess the teams' future development needs as well as facilitating the creation of a people plan.

Our Approach

By utilising Emergenetics, a new-generation psychometric tool, the workshop facilitated an in-depth exploration and understanding of individual thinking and behavioural preferences. The team members gained valuable insights into their own and colleagues' thinking and behavioural preferences.

To strengthen team dynamics, and to encouraged participants to recognise and appreciate the diverse and valuable perspectives present within the team, the workshop featured a series of engaging activities and interactive exercises.

Impact

The workshop not only strengthened the team's cohesiveness, but also equipped them with practical tools and strategies to continue working collaboratively and effectively in the future.

The resulting effective team-working enables a collective assessment of a team's capabilities, and helps to identify any development needs. The use of Emergenetics provides a constructive, non-critical language and promotes open communication, collaborative problem-solving, and ongoing evaluation, so that teams can identify areas where additional training, skill development, or knowledge acquisition is necessary to support its future growth and success. This has allowed the Team to create a comprehensive people plan.

The success of the workshop has also led the Active Kent & Medway Team to plan using Emergenetics to help accelerate the integration of new members into its team.